

Hope College

2019-20HERI Faculty Survey
Campus Climate Mbdule
All Respondents

2016-17 HERI Faculty Survey
Campus Climate Mbdule
All Respondents

	2019-20HERI Faculty Survey Campus Climate Mbdule All Respondents						2016-17 HERI Faculty Survey Campus Climate Mbdule All Respondents					
	Total		Men/Trans men		Women/Trans women		Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All	Your Inst	All
All Respondents	159	9,827	81	4,369	76	4,903	272	32,195	142	16,159	130	16,036
Indicate the extent to which you agree or disagree with the following statements. This institution:												
Lack strategic diversity goals and plans												
Agree strongly	8.2%	10.5%	6.2%	8.5%	10.5%	11.6%	4.3%	9.1%	2.9%	7.3%	5.7%	11.0%
Agree	18.2%	24.8%	17.3%	23.3%	19.7%	26.1%	18.0%	23.1%	16.2%	21.9%	19.8%	24.3%
Disagree	48.4%	38.5%	55.6%	39.5%	42.1%	38.5%	41.2%	39.2%	42.9%	40.7%	39.6%	37.6%
Disagree strongly	25.2%	26.3%	21.0%	28.7%	27.6%	23.8%	36.5%	28.6%	38.1%	30.1%	34.9%	27.1%
Total(n)	159	9,827	81	4,369	76	4,903	211	14,209	105	7,141	106	7,068
Mean	2.09	2.19	2.09	2.12	2.13	2.26	1.9	2.13	1.84	2.06	1.96	2.19
Standard deviation	0.87	0.94	0.79	0.92	0.94	0.95	0.84	0.93	0.8	0.9	0.88	0.96
Significance	-		-		-		-	***	-	*	-	*
Effect size	-	-0.11	-	-0.03	-	-0.14	-	-0.25	-	-0.24	-	-0.24
Has a long-standing commitment to diversity												
Agree strongly	9.4%	28.3%	12.3%	30.5%	6.6%	25.9%	15.5%	30.9%	19.8%	32.8%	11.2%	29.0%
Agree	41.5%	41.7%	44.4%	42.3%	36.8%	41.3%	46.9%	42.9%	44.3%	43.5%	49.5%	42.2%
Disagree	34.6%	21.0%	30.9%	19.3%	39.5%	22.9%	25.4%	18.9%	22.6%	17.3%	28.0%	20.6%
Disagree strongly	14.5%	9.0%	12.3%	7.9%	17.1%	9.8%	12.2%	7.2%	13.2%	6.4%	11.2%	8.1%
Total(n)	159	9,857	81	4,373	76	4,923	213	14,290	106	7,185	107	7,105
Mean	2.46	2.89	2.57	2.95	2.33	2.83	2.66	2.97	2.18	3.03	2.61	2.92
Standard deviation	0.85	0.92	0.87	0.90	0.84	0.92	0.88	0.89	0.94	0.87	0.83	0.9
Significance	-	***	-	***	-	***	-	***	-	***	-	***
Effect size	-	-0.47	-	-0.42	-	-0.54	-	-0.35	-	-0.37	-	-0.34

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Hope College

Please indicate how often at this institution you have:

Been discriminated or excluded from activities because of my race/ethnicity

	Total		Men/Trans men		Women/Trans women	
	Your Inst	All	Your Inst	All	Your Inst	All
	Very often	2.5%	1.5%	3.8%	1.4%	1.3%
Often	0.6%	1.4%	1.3%	1.2%	0.0%	1.3%
Sometimes	5.7%	4.5%	6.3%	4.1%	5.3%	4.6%
Seldom	6.4%	5.7%	8.8%	5.7%	4.0%	5.4%
Never	84.7%	87.0%	80.0%	87.6%	89.3%	87.4%
Total(n)	157	9,801	80	4,350	75	4,909
Mean	1.30	1.25	1.40	1.23	1.20	1.24
Standard deviation	0.82	0.73	0.95	0.71	0.66	0.72
Significance	-		-	*	-	
Effect size	-	0.07	-	0.24	-	-0.06

Been discriminated or excluded from activities because of my gender

Very often	1.9%	2.1%	0.0%	0.8%	4.0%	3.1%
Often	7.1%	2.7%	3.8%	0.8%	10.7%	4.2%
Sometimes	11.5%	9.9%	6.3%	4.2%	17.3%	14.6%
Seldom	13.5%	10.6%	5.1%	6.1%	22.7%	14.8%
Never	66.0%	74.8%	84.8%	88.1%	45.3%	63.3%
Total(n)	156	9,778	79	4,330	75	4,907
Mean	1.65	1.47	1.29	1.20	2.05	1.69
Standard deviation	1.06	0.92	0.75	0.62	1.20	1.06
Significance	-	*	-		-	**
Effect size	-	0.20	-	0.15	-	0.34

Been discriminated or excluded from activities because of my sexual orientation

Very often	0.0%	0.5%	0.0%	0.4%	0.0%	0.4%
Often	0.6%	0.4%	0.0%	0.4%	1.3%	0.2%
Sometimes	0.0%	1.9%	0.0%	9.4%	0.0%	1.5%
Seldom	3.2%	2.9%	2.6%	2.9%	9.6%	2.6%
Never	96.1%	94.4%	97.4%	94.3%	94.7%	95.3%
Total(n)	155	9,743	78	4,827	75	4,887
Mean	1.05	1.10	1.03	1.10	1.08	1.08
Standard deviation	0.30	0.45	0.16	0.45	0.39	0.40
Significance	-		-		-	
Effect size	-	-0.11	-	-0.16	-	M 1.0%

 2019-20 HERI Faculty Survey
 Campus Climate Module
 All Respondents

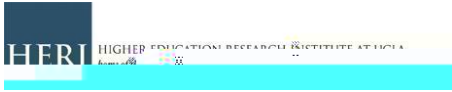
 2016-17 HERI Faculty Survey
 Campus Climate Module
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	Total		Men		Women	
	Your Inst	All	Your Inst	All	Your Inst	All
	Very often	0.5%	0.9%	1.0%	0.8%	0.0%
Often	1.9%	1.1%	1.9%	1.1%	1.9%	1.2%
Sometimes	3.4%	3.4%	2.9%	3.3%	3.8%	3.5%
Seldom	4.3%	4.5%	6.8%	4.4%	1.9%	4.6%
Never	89.9%	90.0%	87.4%	90.4%	92.4%	89.7%
Total(n)	208	14,145	103	7,096	105	7,049
Mean	1.19	1.18	1.22	1.18	1.15	1.19
Standard deviation	0.63	0.63	0.69	0.61	0.57	0.65
Significance	-		-		-	
Effect size	-	0.02	-	0.07	-	-0.06
Very often	1.9%	1.2%	9.0%	0.5%	3.8%	1.9%
Often	2.9%	1.9%	1.0%	0.7%	9.6%	3.1%
Sometimes	9.6%	7.8%	2.0%	2.8%	17.0%	12.8%
Seldom	12.5%	9.5%	7.8%	9.4%	9.2%	13.9%
Never	73.1%	79.6%	89.2%	90.9%	57.5%	68.2%
Total(n)	208	14,166	102	7,403	106	7,063
Mean	1.48	1.36	1.15	1.15	1.8	1.57
Standard deviation	0.92	0.8	0.48	0.53	1.12	0.96
Significance	-	*	-		-	*
Effect size	-	0.15	-	0.00	-	0.24
Very often	0.5%	0.3%	0.0%	0.3%	1.0%	0.2%
Often	0.0%	0.4%	0.0%	0.4%	0.0%	0.4%
Sometimes	0.5%	1.4%	0.0%	1.4%	1.0%	1.3%
Seldom	3.4%	2.6%	5.0%	2.6%	9.9%	2.6%
Never	95.6%	95.4%	95.0%	95.3%	96.1%	95.5%
Total(n)	209	14,051	800	7,062	103	6,989
Mean	1.06	1.08	1.05	1.08	1.08	1.07
Standard deviation	0.36	0.39	0.22	0.4	0.26	0.38
Significance	-		-		-	
Effect size	-	0.39	-	2.16	-	-0.16

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Total		Men/Trans men		Women/Trans women	
Your Inst	All	Your Inst	All	Your Inst	All
Item not included in the 2019-20HERI Faculty Survey					
Item not included in the 2019-20HERI Faculty Survey					

2016-17 HERI Faculty Survey Campus Climate Module All Respondents					
Total		Men		Women	
Your Inst	All	Your Inst	All	Your Inst	All
2.4%	1.1%	1.0%	0.7%	3.8%	1.5%
3.4%	3.0%	2.9%	2.2%	3.8%	3.9%
21.7%	15.7%	21.6%	12.5%	21.9%	19.0%
33.8%	29.4%	33.3%	31.1%	34.3%	27.6%
38.6%	50.8%	41.2%	53.6%	36.2%	48.0%
207	14,263	102	7,145	105	7,118
1.97	1.74	1.89	1.65	2.05	1.83
0.98	0.9	0.91	0.83	1.04	0.97
-	***	-	**	-	*
-	0.26	-	0.29	-	0.23
2.4%	1.5%	0.0%	0.6%	4.8%	2.5%
3.4%	3.7%	1.9%	2.0%	4.8%	5.4%
24.0%	17.9%	22.3%	13.1%	25.7%	22.8%
33.2%	27.6%	37.9%	29.6%	28.6%	25.6%
37.0%	49.3%	37.9%	54.7%	3	49.3%



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Your Inst	All	Your Inst	All	Your Inst	All

2016-17 HERI Faculty Survey Campus Climate Module All Respondents					
Total		Men		Women	
Your Inst	All	Your Inst	All	Your Inst	All



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Your Inst	All	Your Inst	All	Your Inst	All

2016-17 HERI Faculty Survey Campus Climate Module All Respondents					
Total		Men		Women	
Your Inst	All	Your Inst	All	Your Inst	All

2019-20 HERI Faculty Survey Campus Climate Module All Respondents		
Total	Men/Trans men	Women/Trans women

2016-17 HERI Faculty Survey Campus Climate Module All Respondents		
Total	Men	